

**SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
DECEMBER 13, 2016
SMYRNA STATE SERVICE CENTER, SMYRNA, DE**

Present: Dan Madrid, Chair, DVI; Marissa Catalon, Vice-Chair, DDDS; Nick Fina, SCPD; Andrea Guest, DOL/DVR; Pat Maichle, DDC; Dale Matusevich, DOE; Ron Sarg, DCVA; Cindy Sterling, ServiceSource/Ability Network of Delaware (AND); Kyle Hodges, Staff; Amber Rivard, Support Staff; and Jo Singles, Support Staff.

Guest: Terry Pepper, DSHS (Department of Safety and Homeland Security)

CALL TO ORDER/Introductions/Approval of October Minutes

Dan called the meeting to order at 9:38 am. Everyone introduced themselves. Pat motioned for approval of minutes, and Cindy seconded. The October 18, 2016 minutes were approved as submitted.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Employment First State Leadership Mentoring Program (EFSLMP) 2017

Dan provided an update on the EFSLMP for 2017. A request was submitted for renewal of EFSLMP starting January 2017. A group will meet with twenty states in the country to solve issues around integrated employment and assisting people with disabilities that seek competitive employment. EFSLMP has continued their program for four consecutive years. U.S. DOL provides funding for Subject Matter Experts (SME) based on State proposals. There are fifty SMEs that are available for providing resources. Dan met with several organizations about topics that should be discussed and resources for 2017. Two focused topics that the project will focus on through 2017 are the following:

- Metrics/Data Collection - Data will be collected to resolve how individuals move from one system of vocational vs. non-vocational services to the next. It is imperative to keep track of the young people and how they are proceeding after high school graduation. They can go into day habilitation services, pre-vocational programs, sheltered workshops or competitive integrated employment and it is essential to know how they are progressing. The 2017 EFSLMP resources will assist Delaware in finalizing a meaningful system for tracking this progression.
- Another targeted population is children proceeding through programs under the Kids' Department and tracking their progress (an original request from DVR). This area shall focus on youth in juvenile corrections and in behavioral health who have transitioned to the adult mental health systems. The goal for the targeted population is providing training through the programs. Susan Cycyk was suggested as an individual to engage in the discussion of behavioral health and vocational services for children. Another suggestion

was made to interview foster children and children from secluded locations discussing their experience in transitioning.

Kyle asked what other projects will continue and progress in 2017 from the 2016 project year. The sheltered workshop from DSAMH has been phased out. DVR has a high success rate of enrolling individuals into competitive employment outcomes. A suggestion was made to update success stories on the EFOC site to provide how those in sheltered workshops has successfully transitioned to competitive employment with assistance from DVR staff. The Committee should discuss in 2017 how to overcome additional barriers for people with disabilities. The goal for the Delaware Industries for the Blind (DIB) is to transition the operation to a non-profit or profit corporation to provide resources for the visually impaired population. Two SMEs evaluated DIB as a business and stated that it functions like a private business in wages being equal to private industries, though it provided services, and labor without an integrated workforce. Discussion occurred to find options in improving integration for State contracts for DIB by partnering with a business in similar work.

The following link: <https://www.epolicyworks.org/epw/> is a repository site where states submit best practices with documents, samples and different legislations related to the best practice. The Committee could commit to providing updates on what they are focusing on for EFSLMP 2017 as well as obtain resources from other states on this website.

Path Forward on Sub-Minimum Wage Legislation

Dan referred to several handouts from Maryland legislation (HB 420) with its Fiscal and Policy Note, and a bill that was passed in 2015 in New Hampshire. The legislation from New Hampshire was direct and focused on elimination of sub-minimum wage payments sixty days after the bill was passed. The legislation from Maryland gradually phased out workshops gradually beginning in October 2016, and finalizing by October 2020 with the Developmental Disabilities Administration (DDA) no longer authorizing payments for the workshops. The Maryland legislation had many compromises that led to the phase out of their workshop in 2020. Dan suggested that when the legislators are in session in January to have a proposed draft bill for consideration. Pat stated Representative Heffernan is currently drafting a bill with other legislators and agencies. Kyle will email Representative Heffernan for an update on the draft bill. AND is collecting data on people that have attended workshops, how long they have continued workshop services and wage amounts. Section 511 of WIOA requires that people twenty-four years and younger are assessed to determine if they can obtain competitive employment. Marissa explained if anyone requests to be referred to a pre-vocational service at DDDS, those individuals would be evaluated for competitive employment. Dan stated the Committee should keep track of the data from the 511 WIOA, and people in sheltered workshop (550 to 600 customers statewide). He suggested the Committee invite Thomas Cook to share any data collected from the sources mentioned.

Dale commented that the Committee should provide a marketing program to educators and parents to provide assistance to individuals with disabilities seeking competitive employment. There have been numerous parents that have been told by family doctors, educators and social

workers that their child cannot work because of their disability. Andrea suggested there be an entity to focus on integrated employment with Junior Partners.

DOE has had issues with providing the teachers and educators with the information frequently enough, and the information not being disseminate with the rest of the school. Pat suggested having a person with disability that is successfully employed to speak with students with disabilities and educators that support them to encourage them to seek employment. Another suggestion was made for the Committee to track how IDEA can affect students with disabilities in seeking employment.

Cindy will update the Committee on the data collection for the legislation. Dan suggested creating a summary of data that the Committee has collected, discuss considerations for items to have written in a brief position paper for the legislation, and be prepared for issues that could arise during the drafting of the bill.

EFOC Annual Report

The 2016 Annual SCPD EFOC Report will include additional statistics from DSAMH. A summary on EFSLMP is included. Ellen had suggested that Kyle include the Governor's Weekly Message video that was uploaded June 2016 that had him discussing Project SEARCH. It had received favorable reactions. State Use Law was discussed. OMB had developed a group that created statewide training on the employment of persons with disabilities and their discussions should be included in the Report because EFOC had legislation passed for EFSLMP. Kyle asked about collecting data from Jane Hahn that relates to their discussion relevant to the state employing persons with disabilities. Dan commented that Jane Hahn has Selective Placement and could provide data for people with and without disabilities seeking employment.

There will be a revision of a final draft to be viewed by the Committee with as much data for their Report as possible by the end of 2016.

OTHER BUSINESS

None

ANNOUNCEMENTS

Pat thanked Kyle for his work with this Commission and the previous group. Kyle thanked everyone that has provided assistance to him from his 20 years at SCPD.

Ron spoke about the Veterans Watchmaker Initiative was held in Odessa. He distributed a flyer. The school will be placed in Middletown and is awaiting finalization. There were some issues that had to be addressed. The Delaware Commission for Veterans Affairs (DCVA) is discussing how to outreach to other sections in the state for disabled veterans to gain the skills and education to participate in community employment.

PUBLIC COMMENT

None

ADJOURNMENT

Meeting was adjourned at 11:16 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist

Employment First/minutes 12-13-16